

The company is committed to deliver safely and responsibly to our clients, suppliers, our employees and the communities in which we work and whilst delivering our services, we seek to support the needs of these stakeholders by ensuring that our business is conducted according to ethical, professional and legal standards.

We will:

- Conduct activities and relationships with integrity, in an ethical and honest manner, be accountable for its actions and adopt an approach of self-regulation.
- Provide a quality product and a reliable service and will undertake a programme of continuous improvement.
- Strive to improve our environmental performance through implementation and development of environmental practises to reduce the impact of our activities on the environment, protect biodiversity and where possible use materials, material suppliers, labour and resources local to its operation.
- Provide, and strive to maintain a healthy and safe environment so that no one suffers harm from during the course of our operations.
- Encourage relationships with the local community, partners and clients for mutual benefit and by support and encourage our employees to help local community organisations and activities in our region.
- Operate an equal opportunities policy for all present and potential future employees along with safeguards to ensure all employees are treated with respect and without sexual, physical or mental harassment. In addition to offering our employees clear and fair terms of employment and provide resources to enable their continual development.
- Encourage and work with suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

We will ensure that this policy is pursued throughout the organisation and will give full backing to the SHEQ Team whose function it shall be to monitor and report on its implementation.

This Policy shall be communicated to all employees and any amendments will be brought to their attention via their line management.

This policy will be reviewed at a frequency of no less than annually.



Signed.....Date: 03/01/22

**Vince Bowler - Managing Director**

